

## OFFICE OF HUMAN RIGHTS

The Office of Human Rights (OHR) provides the citizens of Pinellas County protection against discrimination pursuant to local, State, and Federal law. In particular, the office provides protection from discrimination based upon religion, political affiliation, race, color, age, sex, national origin, disabled/handicapped status, or sexual orientation. The Office of Human Rights enforces two sections of the Pinellas County Code, "Employment Discrimination" (Division 2, Chapter 70) and "Human Rights" (Section 2.02(e), Article 2, Pinellas County Charter). The Office of Human Rights also has Worksharing Agreements with the United States Department of Housing and Urban Development and the United States Equal Employment Opportunity Commission (EEOC). These contracts provide reimbursement to the county for case processing, training and in the case of HUD, for administration. The HUD Agreement provides additional funds for Special Enforcement Efforts such as hiring of expert witnesses and litigation costs.

### 0001 GENERAL FUND

Department Revenues by Fund / Account		FY15 Revised Budget (a)	FY16 Request		FY16 Request vs. FY15 Bud %	
0001	General Fund Tax Support	812,490	847,140		34,650	4.3%
	Federal Grants	121,050	127,000		5,950	4.9%
	Other Miscellaneous Revenue	69,990	76,500		6,510	9.3%
<b>Total Revenues &amp; Fund Balance</b>		<b>1,003,530</b>	<b>1,050,640</b>		<b>47,110</b>	<b>4.7%</b>
Department Expenditures by Program		FTE by Program				
0001	Office Of Human Rights Program	661,480	717,310	8.0	55,830	8.4%
	Fair Housing Assistance Program	342,050	333,330	2.0	(8,720)	-2.5%
<b>Subtotal Expenditures</b>		<b>1,003,530</b>	<b>1,050,640</b>	<b>10.0</b>	<b>47,110</b>	<b>4.7%</b>
Personnel Summary						
Total FTE (Full-time equivalent positions)		10.0	10.0	10.0	0.0	0.0%

<b>Target Reconciliation</b>	
FY16 Budget Request Target	\$ 1,041,160
Target Variance	\$ 9,480 over
<b>FY16 Decision Package Request</b>	Not Applicable

(a) FY15 Revised budget as of January 31, 2015.



**Memorandum  
from  
Office of Human Rights**

To: Office of Management and Budget

CC: Members of the Board of County Commissioners  
Pinellas County Affirmative Action Committee

From: Paul Valenti, Director, Pinellas County Office of Human Rights

Date: March 20, 2015

Re: Transmittal of FY 2016 Budget Request

**Budget Summary:**

For fiscal year 2015 (the current fiscal year), the approved budget for the Pinellas County Office of Human Rights (PCOHR) is \$1,003,530. The budget goal for fiscal year 2016, as provided by the Office of Management and Budget, is \$1,041,160. PCOHR is submitting a proposed budget of \$1,050,640, or \$9,480 above OMB's goal. We note, however, that the entire increase to our budget is attributable to increased personnel costs, including DROP contributions for two staff members, or costs associated with our triennial PC replacement cycle (\$6,600).

**For the third year in a row, the PCOHR is requesting the same level of funding for operational line items for which we have direct control.**

We note that the proposed budget for FY '16 keeps staffing within the Pinellas County Office of Human Rights at ten (10) full time employees, including myself as the Director.

**Program Summary:**

The Office of Human Rights serves three core civil rights functions in accordance with Chapter 94, §§-71-76 (relating to affirmative action) and Chapter 70 (relating to human relations) of the Pinellas County Codes: internal compliance, and the enforcement of anti-discrimination laws in employment, housing, and places of public accommodations.

Internal compliance functions relate to insuring all Appointing Authorities comply with civil rights laws as they relate to their workforce. This includes the entire spectrum of the employment cycle, from recruitment and selection, to pay, benefit and promotion, leave based upon illness (FMLA compliance) to separation of employment. Internal

compliance trains appropriate staff on our obligations in this regard, and provides consultation when asked, and also engages in other education and outreach initiatives.

Internal compliance formerly included assuring fidelity to the prior consent agreement between Pinellas County and the U.S. Department of Justice, however the Unified Personnel System was released from the terms of the consent agreement in 2014.

Internal compliance also has responsibility for internal investigations – or investigations of complaints of harassment or discrimination within the workforces of the appointing authorities.

Reporting requirements mandated by the federal government (e.g. the EEO-4, and workforce utilization analysis) are also the responsibility of internal compliance.

Finally, the Office of Human Rights internal compliance program insures compliance with the Americans with Disabilities Act, as amended. This encompasses not only reasonable accommodation or modification issues within the workforces of the Appointing Authorities, but also compliance in accessibility of buildings, facilities, parks, services and programs offered by local government.

The Pinellas County Office of Human Rights also has a fair housing and fair employment program, each lead by a Supervisory Equal Opportunity Coordinator (a supervisory investigator). Both programs are in partnership with the federal agencies responsible for enforcement of federal fair housing and fair employment statutes (the Department of Housing and Urban Development (HUD) and the Equal Employment Opportunity Commission (EEOC)), and the Office of Human Rights receives financial reimbursement from these federal partners for our enforcement efforts – typically on a per case basis.

In addition to enforcing compliance with federal statutes, however, the Office of Human Rights also enforces Pinellas County's anti-discrimination ordinances, which, as a matter of established Board of County Commissioners' policy, protect a wider scope of persons and cover a wider range of employers than federal law<sup>1</sup>. The significance of this is that the Office of Human Rights investigates some allegations of discrimination in housing or employment for which there is no reimbursement from our federal partners.

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<sup>1</sup> In summary, Pinellas County's anti-discrimination ordinances prohibit discrimination based on sexual orientation (a protection not found under state or federal law) and gender-identity or gender expression, and extends coverage to employers with fewer employees than federal law (5 for Pinellas County versus 15 under federal law).

**Authority:**

The authority for the existence and direction of the Office of Human Rights is found in Pinellas County's Home Rule Charter, Section 2.02(e), which provides as follows:

*"Protection of human rights.* The county shall establish provisions, pursuant to state and federal law, for protection of human rights from discrimination based upon religion, political affiliation, race, color, age, sex, or national origin by providing and ensuring equal rights and opportunities for all people of Pinellas County."

**Conclusion:**

PCOHR's proposed budget attached to this memorandum is \$9,480 above OMB's target for reasons not directly under our control. Our budget, however, maintains the same funding levels for those line items for which PCOHR has control as in the last two fiscal years, and will allow the Office of Human Rights to continue to carry out its responsibilities required by the Pinellas County Charter, Pinellas County Ordinances, and our memoranda of understanding with our federal partners.

I remain available for any questions you may have.

## OFFICE OF HUMAN RIGHTS

### Description:

The Office of Human Rights (OHR) provides the citizens of Pinellas County protection against discrimination in housing, employment, and places of public accommodation pursuant to local, state, and federal law. In particular, the office provides protection from discrimination based upon one's religion, race, color, age, sex, sexual orientation, gender identity, national origin, or disabled status. For persons employed within the Pinellas County Unified Personnel System, the office also provides protection from discrimination based on political affiliation.

The Office of Human Rights enforces two sections of the Pinellas County Codes: "Employment Discrimination" (Division 2, Chapter 70) and "Housing and Public Accommodations" discrimination (Division 3, Chapter 70). The mandate for the Office of Human rights derives from Pinellas County's Charter, Article 2, Section 2.02(e), entitled "Human Rights."

The Office of Human Rights has Work-Sharing Agreements with the United States Department of Housing and Urban Development (HUD) and the United States Equal Employment Opportunity Commission (EEOC). These contracts provide reimbursement to the county for case processing, training and, in the case of HUD, for administrative costs.

### Goals & Objectives:

**Employment:**

- 1) Close 100 Cases "Dual Filed" w/EEOC
- 2) No Case Aged Beyond 1 Year
- 3) Mediate 75% of all "Cause Cases" to Reduce Cost of Administrative Hearings

**Housing:**

- 1) Close 80% of Cases within 100 days for Maximum HUD Reimbursement
- 2) Conciliate 75% of all "Cause Cases" to Reduce Litigation Cost

**Compliance:**

- 1) Investigate & Close 75% of Complaints w/in 4 weeks (including time for dept. response).

### Operating Budget Comparison:

	FY '14 Actual	FY '15 Adopted	FY '15 Est.	FY '16Target	FY '16 Prop.
PERSONAL SERVICES	\$ 881,634	\$896,340	\$893,392	\$930,150	\$939,630
OPERATING EXPENSES	\$ 41,193	\$107,190	\$107,640	\$111,010	\$111,010
<b>Total Operating Budget</b>	<b>\$ 922,827</b>	<b>\$1,003,530</b>	<b>\$1,001,032</b>	<b>\$1,041,160</b>	<b>\$1,050,640</b>
<b>Permanent F/T Positions</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>10</b>

### Analysis:

The FY '16 budget reflects an increase of \$47,110 - or 4.7% - from the FY '15 adopted budget. While this is \$9,480 above the target set by OMB, all of the increase in our proposed budget is attributable to increased personnel costs, including DROP contributions for two staff members, or costs associated with our PC replacement cycle (\$6,600). **It is important to note that for discretionary operational line items, OHR's budget request for FY '16 is the exact same as for the current fiscal year as well as the year prior.**

We also note that our actual expenditures in FY '14 were \$47,903 less than appropriated, while our FY '13 actual expenditures were \$34,864 less than appropriated.

For the new fiscal year, we continue to fund outreach initiatives, field investigations, and regular, periodic intake hours in St. Petersburg.

In short, OHR's proposed FY '16 budget is above OMB target due to factors beyond direct control, yet freezes discretionary operational line items at the same level as the last two fiscal years.

